

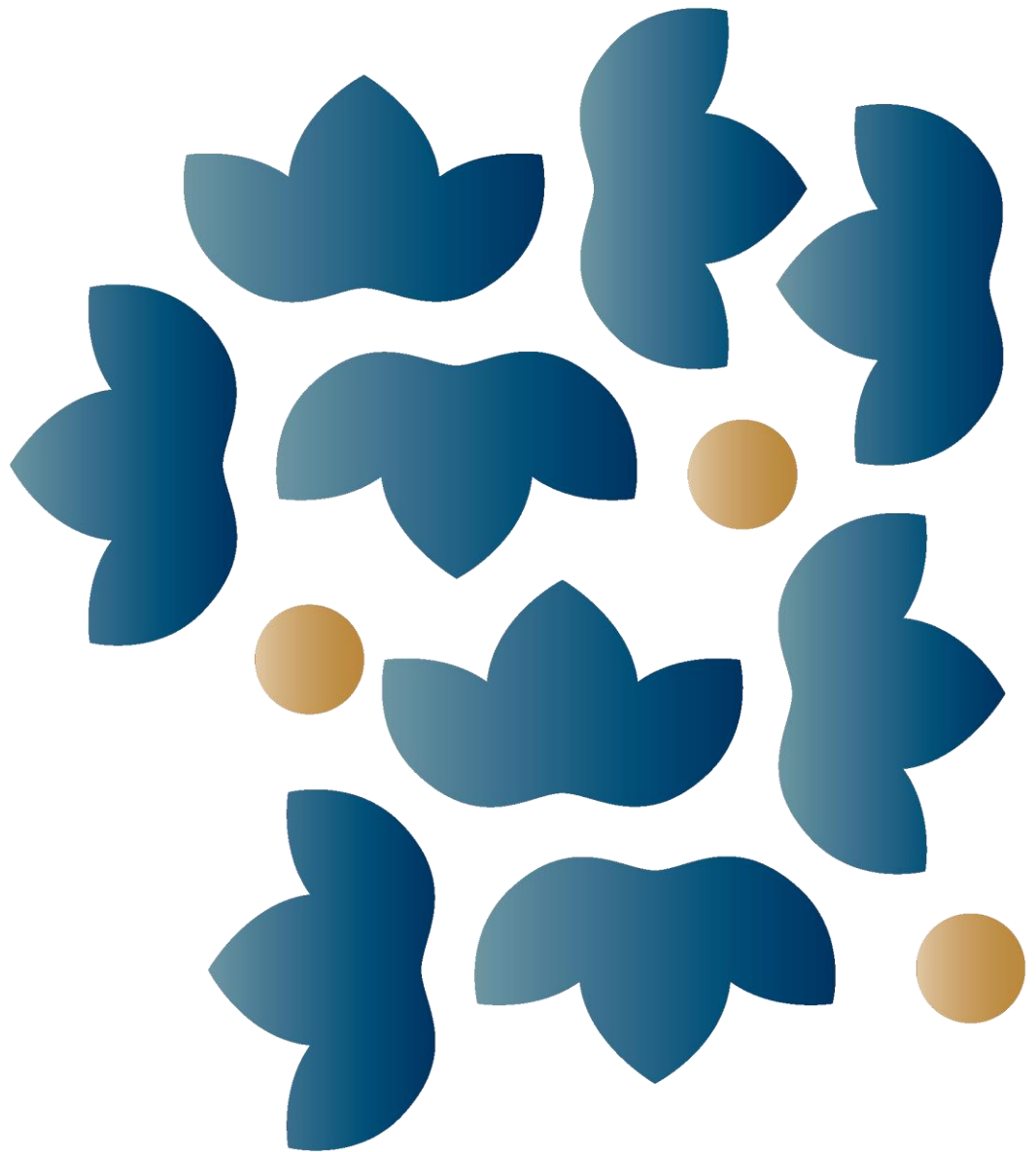


**St Joseph's
School**

HINDMARSH

Policy

Anti Harrassment



CONTEXT

St Joseph's School Hindmarsh (SJSH) is a parish school steeped in the Josephite tradition. It provides a Catholic education for Preschool and Primary aged children. As a community the school, together with the Parish, seeks to nurture the faith development of each child and to support the children and their families in their spiritual journey.

SCOPE OF POLICY

At SJSH respect is pivotal to appropriate social interaction, desirable peer relations and productive learning habits. Learning to live harmoniously is vital to one's own sense of well-being, the safety of others and contributing positively to the communities in which people participate. Learning to be respectful is often at the centre of supporting children to use desirable ways to communicate and behave. For this reason, behaviour education involves a partnership with families and is consistent with the educational and formational task of Catholic education.

This policy supports the Restoring Positive Relationship Policy to create and maintain a community of respect at SJSH.

POLICY

The school community at St Joseph School Hindmarsh believes that :

- every person has the right to be treated as an individual, with dignity and respect
- every person has the right to feel safe and secure
- every person has the right to teach and learn in a safe, caring environment
- every person needs to develop responsibility for their own behaviour

SJSH strives to have a bullying and harassment free environment.

DEFINITION

Bullying and harassment is unprovoked disrespectful behaviour. It means someone putting another down to make themselves feel better. It is an on-going, persistent and deliberate verbal or physical attack on another person. It might be in a look, an action or words. It is unwanted, unwelcome and unsolicited.

Harassment can lead to:

- Difficulty in concentrating on school work
- Absences from school
- Feelings of fear, embarrassment, discomfort, isolation, anxiety or low self-esteem
- Stress, depression or suicide
- Social exclusion

Examples of Bullying and Harassment

- VERBAL:** Teasing, name-calling, offensive language, put-downs, making degrading comments about race, religion or social background, spreading rumours, belittling abilities and achievements
- PHYSICAL :** Hitting, pushing, shoving, crowding-in, punching, kicking, slapping, spitting, pinching
- GESTURE:** Includes body language or subtle facial expressions – all designed to intimidate, threaten or silence a victim
- EXTORTION:** Involves more powerful students forcing weaker students to give up their food, money or other possessions, or to do their homework for them
- EXCLUSION:** Involves deliberately excluding a victim from their peer social group
- SEXUAL:** Touching or brushing against someone in a sexual or provocative manner, dirty or sexist jokes, offensive reading material, writing or talking about someone's body in a sexual manner, put-downs or exclusions by gender, making comments about a person's sexuality

Responsibilities

Parents, as the first and foremost educators of their children are expected to:

- be involved with staff and students in supporting the school community's behavioural expectations and the consequences of irresponsible behavior; and
- encourage their children to respect and support the rights of others

Teachers have the responsibility to:

- actively listen and follow through complaints;
- model and teach the Gospel values of justice, reconciliation and respect for human dignity;
- create a safe and caring Christian environment;
- encourage student involvement in decision-making;
- reinforce in students a greater understanding, acceptance and demonstration of responsibility for their own behaviour, thus empowering them;
- increase opportunities for students to experience a range of successes and to acknowledge these;
- ensure that gender, cultural background, family circumstances and disabilities are taken into consideration in supporting students;
- teach and assist students to develop and apply strategies to recognise and deal with all forms of harassment, in relation to rights, responsibilities and consequences, through programs such as Protective Behaviours and Social Skills;
- participate in the development, implementation and review of this policy; and
- be aware of other relevant policies and legal obligations such as Equal Opportunities Act, Mandatory Reporting, and Gender and Equity

Students have the responsibility to:

- follow school rules;
- respect and support the rights of others and themselves; and
- are aware of, and take responsibility for, their own behaviour choices

Action Strategies

Students: Strategies for dealing with bullying and harassment:


- Use the Restorative Practice script and provide an Effective Statement.
- Be assertive. Stand up for yourself. Tell them that their actions or words are unwanted. Tell them you want it to STOP. Remind them that they are breaking the school rules.
- Talk it over with a teacher, other adult or friend with whom you feel comfortable. They can help you make a decision.
- If behaviours continue seek support from an adult and report the behaviour.

School:

St Joseph's School Hindmarsh views bullying and harassment as a serious issue and all incidents will be dealt with. Strategies for dealing with bullying and harassment are listed below:

- Conferencing with the bully/bullies and the victim/s by teacher and/or Principal or member of the Leadership Team
- Discussing the problem with the bully and his/her parents. Devise an individual action plan to monitor behaviour. This may include removing student from the play area for a time
- Internal suspension
- External suspension

This is outlined in the Bullying and Harassment Flow Chart.



Craig Costello

Chairperson

Dated: 10th May 2022



Maria D'Aloia

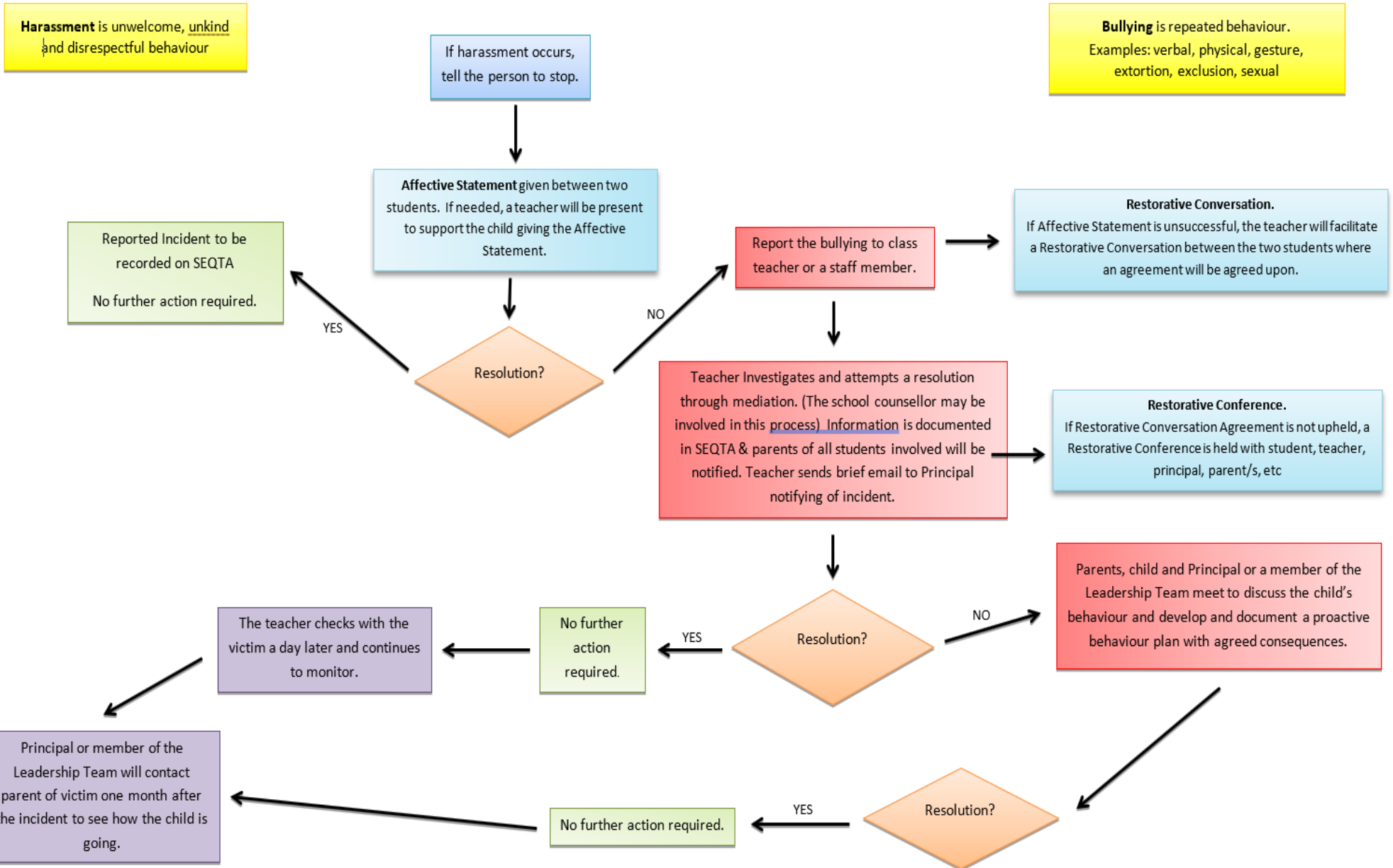
Principal

Dated: 10th May 2022

REVISION RECORD

Document Title	Anti Harassment
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ST. JOSEPH'S SCHOOL, PRESCHOOL AND OSHC, HINDMARSH
BULLYING AND HARASSMENT FLOW CHART



Harassment is unwelcome, unkind and disrespectful behaviour

Bullying is repeated behaviour. Examples: verbal, physical, gesture, extortion, exclusion, sexual

If harassment occurs, tell the person to stop.

Affective Statement given between two students. If needed, a teacher will be present to support the child giving the Affective Statement.

Report the bullying to class teacher or a staff member.

Restorative Conversation. If Affective Statement is unsuccessful, the teacher will facilitate a Restorative Conversation between the two students where an agreement will be agreed upon.

Reported Incident to be recorded on SEQTA
No further action required.

Resolution?

Teacher Investigates and attempts a resolution through mediation. (The school counsellor may be involved in this process). Information is documented in SEQTA & parents of all students involved will be notified. Teacher sends brief email to Principal notifying of incident.

Restorative Conference. If Restorative Conversation Agreement is not upheld, a Restorative Conference is held with student, teacher, principal, parent/s, etc

Resolution?

The teacher checks with the victim a day later and continues to monitor.

No further action required.

Parents, child and Principal or a member of the Leadership Team meet to discuss the child's behaviour and develop and document a proactive behaviour plan with agreed consequences.

Principal or member of the Leadership Team will contact parent of victim one month after the incident to see how the child is going.

No further action required.

Resolution?